

PICKENS COUNTY BOARD OF EDUCATION
SUPERVISORY PERSONNEL SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

CENTRAL OFFICE CERTIFIED SUPERVISORY PERSONNEL

<u>Years of Experience</u>	<u>0-5 years</u>	<u>6-11 years</u>	<u>12-14 years</u>	<u>15-21years</u>	<u>22+years</u>
Base Salary	73,339.00	75,518.00	75,883.00	76,607.00	78,139.00

Schedule is based on Master’s Degree with minimum of three years teaching experience. Supervisors without a Master’s Degree and minimum experience will receive a teacher’s annual salary plus 1,085 supplement.

CENTRAL OFFICE ADMINISTRATIVE STAFF

Central office administrative staff who transferred from a principalship in the system, will be paid based on the principal salary matrix in Section A of Contract Principal Salary Guidelines in the area which they were currently serving plus 2,000.

ASSOCIATE SUPERINTENDENT

Highest paid principal plus 6,000.

CHIEF SCHOOL FINANCIAL OFFICER

<u>Years of Experience</u>	<u>0-5 years</u>	<u>6-11 years</u>	<u>12-14 years</u>	<u>15-21years</u>	<u>22+years</u>
Base Salary	72,937.00	76,130.00	78,889.00	82,044.00	85,325.00

The CSFO must meet the qualifications and certification requirements established by the State Department of Education (SDE) and complete the Alabama Association of School Business Officials Certificate Program. Optional: Upon obtaining Certified Administrator of School Finance and Operations (SFO) from the Association of School Business Officials International, 2,500 will be added to the yearly salary.

NON-CERTIFIED SUPERVISORY PERSONNEL

<u>Years of Experience</u>	<u>Interim Supervisors</u>	<u>Supervisors</u>
Step 1 (0-5 Years)	54,488.00	63,668.00
Monthly	4,540.70	5,305.67
Daily	227.03	265.28
Step 2 (6-11 Years)	56,313.00	65,365.00
Monthly	4,692.75	5,447.08
Daily	234.64	272.35
Step 3 (12-14 Years)	58,196.00	67,064.00
Monthly	4,849.67	5,588.67
Daily	248.48	279.45
Step 4 (15-21 Years)	60,122.00	69,065.00
Monthly	5,010.17	5,755.42
Daily	250.51	287.77
Step 5 (22+ Years)	61,926.00	71,138.00
Monthly	5,160.50	5,928.17
Daily	258.03	296.41

10 MONTH ASSISTANT PRINCIPAL

Teacher’s salary schedule as base salary plus 1,693 per year supplement.

Schedule is based on Master’s Degree or person must be actively pursuing a graduate program that will earn a Master’s Degree. Designation of position will be determined by physical plant, grade structure and enrollment.

PICKENS COUNTY BOARD OF EDUCATION
SECRETARY/BOOKKEEPER SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

<u>Years of Service</u>	<u>(202)</u> <u>Ten Months</u>	<u>(222)</u> <u>Eleven Months</u>	<u>(240)</u> <u>Twelve Months</u>
Step 1 (0-3 Years)	23,557.00	25,890.00	27,991.00
Monthly	1,963.08	2,157.50	2,332.58
Daily	116.62	116.62	116.63
Step 2 (4-6 Years)	24,815.00	27,270.00	29,483.00
Monthly	2,067.92	2,272.50	2,456.92
Daily	122.85	122.84	122.85
Step 3 (7-9 Years)	26,534.00	29,158.00	31,524.00
Monthly	2,211.17	2,429.83	2,627.00
Daily	131.36	131.34	131.35
Step 4 (10-12 Years)	29,694.00	32,631.00	35,281.00
Monthly	2,474.00	2,719.25	2,940.08
Daily	147.00	146.99	147.00
Step 5 (13-15 Years)	32,853.00	36,106.00	39,033.00
Monthly	2,737.75	3,008.83	3,252.75
Daily	162.64	162.64	162.64
Step 6 (16+ Years)	33,839.00	37,189.00	40,207.00
Monthly	2,819.92	3,099.08	3,350.58
Daily	167.52	167.52	167.52
Secretary to Superintendent	Add	4,500.00	

**Candidates who have related educational secretarial experience will be allowed to count all years of educational service.

**Candidates who have secretarial like experience (non-educational) will be allowed to count one-half of their like years of service.

PICKENS COUNTY BOARD OF EDUCATION
RECEPTIONIST
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

<u>Years of Service</u>	<u>(202)</u> <u>Ten Month</u>
Step 1 (0-3 years)	16,881.00
Monthly	1,406.75
Daily	83.57
Step 2 (4-6 years)	17,219.00
Monthly	1,434.92
Daily	85.24
Step 3 (7-9 years)	17,563.00
Monthly	1,463.58
Daily	86.95
Step 4 (10-12 years)	17,916.00
Monthly	1,493.00
Daily	88.69
Step 5 (13-15 years)	18,273.00
Monthly	1,522.75
Daily	80.46
Step 6 (16+ years)	18,639.00
Monthly	1,553.25
Daily	92.27

PICKENS COUNTY BOARD OF EDUCATION
MECHANICS/MAINTENANCE SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022
Twelve Month (240 days)

<u>Years of Service</u>	<u>Certified Salary</u>	<u>Uncertified Salary</u>
Step 1 (0-3 Years)	35,328.00	33,257.00
Monthly	2,944.00	2,771.41
Daily	147.20	138.57
Step 2 (4-6 Years)	38,439.00	36,342.00
Monthly	3,203.25	3,028.50
Daily	160.16	151.42
Step 3 (7-9 Years)	41,546.00	39,474.00
Monthly	3,462.16	3,289.50
Daily	173.10	164.47
Step 4 (10-12 Years)	44,656.00	42,580.00
Monthly	3,721.33	3,548.33
Daily	186.08	177.41
Step 5 (13-15 Years)	47,789.00	45,690.00
Monthly	3,982.41	3,807.50
Daily	199.12	190.25
Step 6 (16+ Years)	49,130.00	46,995.00
Monthly	4,094.16	3,916.25
Daily	204.70	195.81

*Add 5,000 to Maintenance Foreman salary

PICKENS COUNTY BOARD OF EDUCATION
SALARY SCHEDULE FOR AIDES AND CUSTODIANS
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

Employee Classification	Non-certified Aide 182 days	Certified Aide 182 days	Custodian 8 hours 202 days	
Step 0 (0 exp.)	17,091.00	20,762.00	19,123.00	
Monthly	1,424.25	1,730.16	1,593.58	
Daily	93.90	114.07	94.66	(11.83 hr)
Step 1 (1 yr.)	17,237.00	20,917.00	19,286.00	
Monthly	1,436.42	1,743.08	1,607.17	
Daily	94.71	114.93	95.48	(11.94 hr)
Step 2 (2 yr)	17,386.00	21,078.00	19,473.00	
Monthly	1,448.83	1,756.50	1,622.75	
Daily	95.53	115.81	96.40	(12.05 hr)
Step 3 (3-6 yr)	17,532.00	21,232.00	19,677.00	
Monthly	1,461.00	1,769.33	1,639.75	
Daily	96.33	116.66	97.41	(12.18 hr)
Step 4 (7-9 yr)	17,681.00	21,392.00	19,821.00	
Monthly	1,473.42	1,782.67	1,651.75	
Daily	97.15	117.54	98.12	(12.27 hr)
Step 5 (10 yr)	17,821.00	21,543.00	19,986.00	
Monthly	1,485.08	1,795.25	1,665.50	
Daily	97.92	118.37	98.94	(12.37 hr)
Step 6 (10+ yrs)	17,891.00	21,618.00	22,061.00	
Monthly	1,490.92	1,801.50	1,838.42	
Daily	98.30	118.78	109.21	(13.65 hr)

PICKENS COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULES
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

	Bus Driver (182 Days)	Bus Aides (182 Days)	Parts Clerk (202 Days)	Shop Assistant (182 Days)
Step 1 (0-3 Years)	13,582.00	6,508.00	23,889.00	23,804.00
Monthly	1,131.83	542.33	1,990.75	1,983.67
Daily	74.63	35.76	118.26	130.79
Step 2 (4-6 Years)	14,697.00	7,029.00	26,110.00	24,518.00
Monthly	1,224.75	585.75	2,175.83	2,043.17
Daily	80.75	38.62	129.26	134.71
Step 3 (7-9 Years)	15,139.00	7,239.00	26,892.00	25,253.00
Monthly	1,261.58	603.25	2,241.00	2,104.42
Daily	83.18	39.97	133.13	138.75
Step 4 (10-12 Years)	15,594.00	7,456.00	27,699.00	26,011.00
Monthly	1,299.00	621.33	2,308.25	2,167.58
Daily	85.68	40.97	137.12	142.92
Step 5 (13-15 Years)	16,061.00	7,682.00	28,530.00	26,791.00
Monthly	1,338.42	640.17	2,377.50	2,232.58
Daily	88.25	42.21	141.24	147.20
Step 6 (16+ Years)	16,542.00	7,911.00	29,386.00	27,595.00
Monthly	1,378.50	659.25	2,448.83	2,299.58
Daily	90.89	43.47	145.48	151.62

PICKENS COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULES
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

Mech In Training (182 Days) **Shop Foreman (240 Days)**

Step 1 (0-3 Years)	25,850.00	47,969.00
Monthly	2,154.17	3,997.42
Daily	142.03	199.87
Step 2 (4-6 Years)	28,249.00	52,423.00
Monthly	2,354.08	4,368.58
Daily	155.21	218.43
Step 3 (7-9 Years)	29,096.00	53,995.00
Monthly	2,424.67	4,499.58
Daily	159.87	224.98
Step 4 (10-12 Years)	29,979.00	55,616.00
Monthly	2,498.25	4,634.67
Daily	164.72	231.73
Step 5 (13-15 Years)	30,868.00	57,283.00
Monthly	2,572.33	4,773.58
Daily	169.60	238.68
Step 6 (16+ Years)	31,794.00	59,002.00
Monthly	2,649.50	4,916.83
Daily	174.69	245.84

Bus driver pay for extra-curricular activities:	10.00 per hour
Substitute Bus Driver Pay(Bus Aide)	45.00 per day(32.88 per day)
Career Center Route, (reg. driver extra route)	52.00 per day (2 trips)
Career Center Route, (reg. driver/aide extra route)	25.00 per day (2 trips)
Pre-K Route, (reg. driver extra route)	25.00 per day

PICKENS COUNTY BOARD OF EDUCATION
LPN – RN STATE SALARY SCHEDULE (182 DAYS)
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

Experience	LPN		RN		RN/MS	
	187 days	182 days	187 days	182 days	187 day	182 days
Step 1 (0-2)	21,915.00	21,328.00	41,689.00	40,575.00	47,946.00	46,664.00
Monthly	1,826.25	1,777.33	3,474.08	3,381.25	3,995.50	3,888.67
Daily	117.49	117.19	222.94	222.94	256.40	256.40
Step 2 (3-5)	24,085.00	23,441.00	45,855.00	44,630.00	52,728.00	51,319.00
Monthly	2,007.08	1,953.42	3,821.25	3,719.17	4,394.00	4,276.58
Daily	128.80	128.80	245.21	245.22	281.97	281.97
Step 3 (6-8)	25,122.00	24,449.00	47,865.00	46,584.00	55,043.00	53,571.00
Monthly	2,093.50	2,037.42	3,988.75	3,882.00	4,586.92	4,464.25
Daily	134.34	134.34	255.96	255.96	294.35	294.35
Step 4 (9-11)	25,446.00	24,767.00	48,505.00	47,208.00	55,782.00	54,290.00
Monthly	2,120.50	2,063.92	4,042.08	3,934.00	4,648.50	4,524.17
Daily	136.07	136.07	259.39	259.38	298.30	298.30
Step 5 (12-14)	25,905.00	25,213.00	49,387.00	48,066.00	56,792.00	55,274.00
Monthly	2,158.75	2,101.08	4,115.58	4,005.50	4,732.67	4,606.17
Daily	138.53	138.53	264.10	264.10	303.70	303.70
Step 6 (15-17)	26,475.00	25,766.00	49,452.00	49,162.00	58,093.00	56,539.00
Monthly	2,206.25	2,147.17	4,121.00	4,093.83	4,841.08	4,711.58
Daily	141.58	141.57	264.45	270.12	310.66	310.65
Step 7 (18-20)	26,793.00	26,076.00	51,384.00	49,797.00	58,839.00	57,266.00
Monthly	2,232.75	2,173.00	4,282.00	4,149.75	4,903.25	4,772.17
Daily	143.28	143.27	274.78	273.61	314.65	314.65
Step 8 (21-23)	27,136.00	26,394.00	49,826.00	48,493.00	57,303.00	55,770.00
Monthly	2,261.33	2,119.50	4,152.17	4,041.08	4,775.25	4,647.50
Daily	145.11	145.02	266.45	266.45	306.43	306.43
Step 9 (24-26)	27,690.00	26,949.00	52,436.00	51,033.00	60,210.00	58,600.00
Monthly	2,307.50	2,245.75	4,369.67	4,252.75	5,017.50	4,883.33
Daily	148.07	148.07	280.41	280.40	321.98	321.98
Step 10 (27+)	28,267.00	27,511.00	53,055.00	51,634.00	60,829.00	59,201.00
Monthly	2,355.58	2,292.58	4,421.25	4,302.83	5,069.08	4,933.42
Daily	151.16	151.16	283.72	283.70	325.29	325.28

PICKENS COUNTY BOARD OF EDUCATION
FULL TIME TEACHER SALARY SCHEDULE (187 days)
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 1 (0-2)	41,690.00	47,941.00	51,695.00	55,446.00	41,690.00
Monthly	3,474.17	3,995.08	4,307.92	4,620.50	3,474.17
Daily	222.94	256.37	276.44	296.60	222.94
Step 2 (3-5)	45,855.00	52,733.00	56,860.00	60,990.00	45,855.00
Monthly	3,821.25	4,394.42	4,738.33	5,082.58	3,821.25
Daily	245.21	281.99	304.06	326.15	245.21
Step 3 (6-8)	47,865.00	55,043.00	59,367.00	63,659.00	47,865.00
Monthly	3,988.75	4,586.92	4,947.25	5,304.92	3,988.75
Daily	255.96	294.35	317.47	340.42	255.96
Step 4 (9-11)	48,822.00	56,144.00	60,554.00	64,932.00	48,822.00
Monthly	4,068.50	4,678.67	5,046.17	5,411.00	4,068.50
Daily	261.08	300.24	323.82	347.23	261.08
Step 5 (12-14)	49,798.00	57,267.00	61,765.00	66,231.00	49,798.00
Monthly	4,068.50	4,772.25	5,147.08	5,519.25	4,068.50
Daily	266.30	306.24	330.29	354.18	266.30
Step 6 (15-17)	50,794.00	58,412.00	63,000.00	67,556.00	50,794.00
Monthly	4,232.83	4,867.67	5,250.00	5,629.67	4,232.83
Daily	271.63	312.36	336.90	361.26	271.63
Step 7 (18-20)	51,810.00	59,580.00	64,261.00	68,907.00	51,810.00
Monthly	4,317.50	4,965.00	5,355.08	5,742.25	4,317.50
Daily	277.68	318.61	343.64	368.49	277.68
Step 8 (21-23)	52,846.00	60,773.00	65,546.00	70,285.00	52,846.00
Monthly	4,318.42	5,064.42	5,462.17	5,742.25	4,318.42
Daily	282.60	324.99	350.51	375.86	282.60
Step 9 (24-26)	53,903.00	61,987.00	66,857.00	71,691.00	53,903.00
Monthly	4,491.92	5,165.58	5,571.42	5,857.08	4,491.92
Daily	288.25	331.48	357.52	383.37	288.25
Step 10 (27+)	54,891.00	63,228.00	68,194.00	73,125.00	54,891.00
Monthly	4,581.75	5,269.00	5,682.83	6,093.75	4,581.75
Daily	294.02	338.12	364.67	391.04	294.02

PICKENS COUNTY BOARD OF EDUCATION
FULL TIME TEACHER SALARY SCHEDULE (202 days)
OCTOBER 1, 2021 – SEPTEMBER 30, 2022

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 1 (0-2)	45,034.00	51,786.00	55,842.00	59,893.00	45,034.00
Monthly	3,752.83	4,315.50	4,653.50	4,991.08	3,752.83
Daily	222.94	256.37	276.45	296.50	222.94
Step 2 (3-5)	49,534.00	56,965.00	61,421.00	65,882.00	49,534.00
Monthly	4,127.83	4,747.08	5,118.42	5,490.17	4,127.83
Daily	245.22	282.00	304.06	326.15	245.22
Step 3 (6-8)	51,705.00	59,458.00	64,128.00	68,766.00	51,705.00
Monthly	4,308.75	4,954.83	5,344.00	5,730.50	4,308.75
Daily	255.97	294.35	317.47	340.43	259.39
Step 4 (9-11)	52,396.00	60,257.00	64,974.00	69,688.00	52,396.00
Monthly	4,366.33	5,021.42	5,414.50	5,807.33	4,366.33
Daily	259.39	298.30	321.65	344.99	264.10
Step 5 (12-14)	53,349.00	61,348.00	66,151.00	70,959.00	53,349.00
Monthly	4,445.75	5,112.33	5,512.58	5,913.00	4,445.75
Daily	264.10	303.70	327.48	351.27	264.10
Step 6 (15-17)	54,567.00	62,750.00	67,661.00	72,570.00	54,567.00
Monthly	4,547.25	5,229.17	5,683.42	6,047.50	4,547.25
Daily	270.13	310.64	334.96	359.26	270.13
Step 7 (18-20)	55,270.00	63,559.00	68,534.00	73,510.00	55,270.00
Monthly	4,605.83	5,296.58	5,711.17	6,125.83	4,605.83
Daily	273.61	314.65	339.28	363.91	273.61
Step 8 (21 -23)	55,976.00	64,372.00	69,409.00	74,448.00	55,979.00
Monthly	4,664.67	5,364.33	5,784.88	6,204.00	4,664.67
Daily	277.11	318.67	343.61	368.55	271.68
Step 9 (24-26)	56,643.00	65,039.00	70,080.00	75,116.00	56,543.00
Monthly	4,720.25	5,419.92	5,840.00	6,259.67	4,720.25
Daily	280.41	321.98	346.93	371.86	280.41
Step 10 (27+)	57,311.00	65,709.00	70,746.00	75,784.00	57,311.00
Monthly	4,775.92	5,475.75	5,895.50	6,315.33	4,775.92
Daily	283.72	325.29	350.23	375.17	283.72

**PICKENS COUNTY BOARD OF EDUCATION
TECHNOLOGY SPECIALIST
SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022**

<u>Years of Service</u>	<u>(202)</u> 10-Month	<u>(240)</u> 12-Month
Step 1 (0-3 years)	27,934.00	33,188.00
Monthly	2,327.83	2,765.67
Daily	138.29	138.28
Step 2 (4-6 years)	29,333.00	34,850.00
Monthly	2,444.42	2,904.17
Daily	145.21	145.21
Step 3 (7-9 years)	30,798.00	36,591.00
Monthly	2,566.50	3,049.25
Daily	152.47	152.46
Step 4 (10-12 years)	31,708.00	38,426.00
Monthly	2,695.17	3,202.17
Daily	160.11	160.11
Step 5 (13-15 years)	33,958.00	40,346.00
Monthly	2,829.83	3,362.17
Daily	168.11	168.11
Step 6 (16+ years)	34,977.00	41,556.00
Monthly	2,914.75	3,463.00
Daily	173.15	173.15

PICKENS COUNTY BOARD OF EDUCATION
GROUND MAINTENANCE SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022
12 MONTH – 240 DAYS

<u>Years of Service</u>	<u>Grounds/ Maintenance</u>
Step 1 (0-3 Years)	28,488.00
Monthly	2,374.00
Daily	118.70
Step 2 (4-6 Years)	29,304.00
Monthly	2,442.00
Daily	122.10
Step 3 (7-9 Years)	30,145.00
Monthly	2,512.08
Daily	125.60
Step 4 (10-12 Years)	31,009.00
Monthly	2,584.08
Daily	129.20
Step 5 (13-15 Years)	31,901.00
Monthly	2,658.42
Daily	132.92
Step 6 (16+ Years)	32,820.00
Monthly	2,735.00
Daily	136.75

PICKENS COUNTY BOARD OF EDUCATION
CONTRACT PRINCIPAL SALARY GUIDELINES

SECTION: A Principals' salaries are based on teachers' daily rate of pay with a master's degree.

<u>Daily Rate</u>	<u># of Days</u>	<u>Salary</u>
\$306.65	187	\$57,343.00
	Administrative Difficulty Factors	Probationary Contracts Base Salary
		Non-Probationary Contracts Base Salary
Elementary School Principal	1.30	\$77,527.74
Middle School Principal	1.35	\$80,509.58
High School Principal	1.40	\$83,491.41

SECTION: B After probationary period, board will use other factors to determine principal salaries as such:

\$5.43 per teacher unit X 12 months	\$ 5.43
\$5.00 per student ADM	\$ 5.00
\$2.50 person certified X 12 months	\$ 2.50
\$3,000.00 extra-curricular activities (high schools only)	\$ 3,000.00
\$1,500.00 extra-curricular activities (middle school only)	\$ 1,500.00
Ed.S Supplement	\$ 1,500.00
Ph.D. Supplement	\$ 2,500.00

Administrative Experience	<u>1-5 years</u>	<u>6-9 years</u>	<u>10-15 years</u>
In System	2%	3%	4%
Out of System	1%	2%	3%

Possible incentives: school status, academics (test scores), national recognitions

SECTION: C Possible salaries for non-probationary contract principals

	Elementary Principal	Middle Principal	High Principal
Teachers - 30	1,954.80	1,954.80	1,954.80
Non-certified - 5	150.00	150.00	150.00
Students - 350	1,750.00	1,750.00	1,750.00
1-5 year (2% base)	1,371.18	1,423.92	1,476.66
Extra-curricular	<u> </u>	<u>1,500.00</u>	<u>3,000.00</u>
Total Add-ons	5,225.08	6,778.72	8,331.46
Base Salary	<u>77,527.74</u>	<u>80,509.58</u>	<u>83,491.41</u>
Yearly Salary	<u>82,752.82</u>	<u>87,288.30</u>	<u>91,822.87</u>

Pay Scale for Child Nutrition

October 1, 2021 – September 30, 2022

CAFETERIA EMPLOYEES

CNP MANAGER: Base Salary

Years of experience as Manager (192 Days)	Yearly Salary	Monthly Salary	Daily Rate	Hourly Wage
0 to 2 years experience	\$26,788.00	\$2,232.33	\$139.52	\$17.44
3 to 4 years experience	\$27,707.00	\$2,308.92	\$144.31	\$18.04
5 to 6 years experience	\$29,161.00	\$2,430.08	\$151.88	\$18.99
7 to 8 years experience	\$30,312.00	\$2,526.00	\$157.88	\$19.74
9 to 10 years experience	\$31,222.00	\$2,601.83	\$162.61	\$20.33
11+ years experience	\$32,159.00	\$2,679.92	\$167.49	\$20.94

CNP ASSISTANT MANAGER:

Years of Experience as Assistant Manager (188 Days)	Yearly Salary	Monthly Salary	Daily Rate	Hourly Wage
0 to 4 years experience	\$23,014.00	\$1,917.83	\$122.41	\$15.30
5 to 6 years experience	\$23,963.00	\$1,996.92	\$127.46	\$15.93
7 to 8 years experience	\$25,189.00	\$2,099.08	\$133.98	\$16.75
9 to 10 years experience	\$25,945.00	\$2,162.08	\$138.01	\$17.25
11 to 12 years experience	\$26,723.00	\$2,226.92	\$142.14	\$17.77
13+ years experience	\$27,526.00	\$2,293.83	\$146.41	\$18.30

FOOD SERVICE ASSISTANTS: (185 Days)

FSA Steps	Yearly Salary	Monthly Salary	Daily Rate	Hourly Wage
Food Service Trainee (0 years)	\$15,524.00	\$1,293.67	\$83.91	\$11.99
Food Service Assist.-I (1 year)	\$17,045.00	\$1,420.42	\$92.14	\$13.16
Food Service Assist.-II (2 years)	\$18,072.00	\$1,506.00	\$97.69	\$13.96
Food Service Assist.-III (3 years)	\$19,606.00	\$1,633.83	\$105.98	\$15.14
Food Service Assist.-IV (4 years)	\$20,194.00	\$1,682.83	\$109.16	\$15.59
Food Service Assist.-V (5 years)	\$20,800.00	\$1,733.33	\$112.43	\$16.06

- Salaries are computed on the following basis. Food Service Assistants are paid for 185 work days per year, including two (2) Professional Development days. This is equal to one year. All contracts run from July 1st through June 30th of each year. The annual salary will be divided into twelve equal monthly payments.
- CNP Part time employees will be paid in accordance with the minimum wage guidelines plus one free meal for that day. A cooperative education student employed for training by the CNP program will be provided a free meal plus minimum pay rates. Students and workers working less than four hours per day are not entitled to a paid break and all meal breaks must be taken before or after assigned work hours.
- All part-time employees and cooperative education students will be limited to three hours per day unless authorized by the CNP Director but shall not exceed 19 hours per week.
- Promotions between the pay grades will require meeting all the requirements according for that job description as established in the CNP Policy and Procedures Handbook under policy 2.7. No employee shall advance more than one step per year. Advancement requires written recommendation from the manager and School Administrator.

5. Manager's works 192 days per year and Assistant Managers works 188 days per year.

TWELVE MONTH SUPPORT EMPLOYEES

Non-certified Interim Supervisor Salary Schedule *

Years in position	Yearly Salary	Monthly Salary	Daily Rate
0 to 5 years experience	56,667.00	4,722.25	236.11
*CNP Director must be state certified in order to hold the position. A waiver may be granted by the State Department of Education provided the Director becomes state certified within 3 years.			

State Certified CNP Supervisor Salary Schedule (Same salary schedule as Supervisors)

CNP Bookkeeper/Secretary Salary Schedule (Same salary schedule as Board Secretary)

CNP Maintenance Salary Schedule (Same salary schedule as General Maintenance Personnel)

CNP Bookkeeper Assistant/Technical Support Salary Schedule (240 Days)

Years in position	Yearly Salary	Monthly Salary	Daily Rate	Hourly Wage
0 to 3 years experience	26,031.00	2,169.25	108.46	13.56
4 to 6 years experience	27,332.00	2,277.67	113.88	14.24
7 to 9 years experience	28,699.00	2,391.58	119.58	14.95
10 to 13 years experience	30,134.00	2,511.17	125.56	15.70
13 to 15 Years experience	31,639.00	2,636.58	131.83	16.48
16 + years experience	32,589.00	2,715.75	135.79	16.97

PICKENS COUNTY BOARD OF EDUCATION
SUBSTITUTE PAY SCHEDULE
JULY 1, 2020 - SEPTEMBER 30, 2021

CATEGORY

Retired Pickens County Certified Teacher

RATE

\$100.00/day

PICKENS COUNTY BOARD OF EDUCATION
TEAMS SALARY SCHEDULE
OCTOBER 1, 2021 – SEPTEMBER 30, 2022
(187 Days)

Public School Experience	B.S. Degree	M.S. Degree	ED.S. Degree	Ph.D. Degree
Step 1 (0)	46,690.00	52,941.00	56,695.00	60,446.00
Monthly	3,890.83	4,411.75	4,724.58	5,037.17
Daily	249.68	283.11	303.18	323.24
Step 2 (1)	49,982.00	57,479.00	61,977.00	66,479.00
Monthly	4,165.17	4,789.92	5,164.75	5,539.92
Daily	267.28	303.37	331.43	355.50
Step 3 (2)	52,652.00	60,547.00	65,304.00	70,025.00
Monthly	4,387.67	5,045.58	5,442.00	5,835.42
Daily	281.56	323.78	349.22	347.77
Step 4 (3)	54,192.00	62,320.00	67,215.00	72,075.00
Monthly	4,516.00	5,193.33	5,601.25	6,006.25
Daily	289.80	333.26	359.44	385.43
Step 5 (4)	55,774.00	64,139.00	69,177.00	74,179.00
Monthly	4,647.83	5,344.92	5,764.75	6,181.58
Daily	298.26	342.99	369.93	396.68
Step 6 (5)	57,397.00	66,006.00	71,190.00	76,338.00
Monthly	4,783.08	5,500.50	5,932.50	6,361.50
Daily	306.94	352.97	380.70	408.22
Step 7 (6)	59,063.00	67,921.00	73,258.00	78,554.00
Monthly	4,921.92	5,660.08	6,104.83	6,546.17
Daily	315.84	363.21	391.75	420.07
Step 8 (7)	60,773.00	69,889.00	75,378.00	80,828.00
Monthly	5,064.42	5,824.08	6,281.50	6,735.67
Daily	324.99	373.74	403.09	432.24
Step 9 (8)	61,988.00	71,285.00	76,886.00	82,445.00
Monthly	5,165.67	5,940.42	6,407.17	6,870.42
Daily	331.49	381.20	411.16	440.88
Step 10 (9)	63,228.00	72,112.00	78,423.00	84,094.00
Monthly	5,269.00	5,926.00	6,535.25	7,007.83
Daily	338.12	385.63	419.37	449.70
Step 11 (10)	64,176.00	73,803.00	79,599.00	85,355.00
Monthly	5,348.00	6,150.25	6,633.25	7,112.92
Daily	343.19	394.67	425.66	456.44
Step 12 (11)	65,139.00	74,910.00	80,793.00	86,635.00
Monthly	5,428.25	6,242.50	6,732.75	7,219.58
Daily	337.64	400.59	432.05	463.29
Step 13 (12-14)	66,116.00	76,034.00	82,002.00	87,935.00
Monthly	5,509.67	6,336.17	6,833.50	7,327.92
Daily	353.83	406.60	438.51	470.24
Step 14 (15-17)	67,112.00	77,179.00	83,240.00	89,260.00
Monthly	5,592.67	6,431.58	6,936.67	7,438.33
Daily	358.89	412.72	445.13	477.33
Step 15 (18-20)	68,128.00	78,347.00	84,501.00	90,611.00
Monthly	5,677.33	6,528.92	7,041.75	7,550.92
Daily	364.32	418.97	451.88	484.55
Step 16 (21-23)	69,164.00	78,540.00	85,786.00	91,989.00
Monthly	5,763.67	6,545.00	7,148.83	7,665.75
Daily	369.86	420.00	458.75	491.92
Step 17 (24-26)	70,221.00	80,754.00	87,097.00	93,395.00
Monthly	5,851.75	6,729.50	7,258.08	7,782.92
Daily	375.51	431.84	465.76	499.44
Step 18 (27)	71,299.00	81,995.00	88,434.00	94,829.00
Monthly	5,941.58	6,832.92	7,369.50	7,902.42
Daily	381.28	438.48	472.91	507.11

